

Mask mandates - SOFT APPROACH LETTER.

Download, edit and send/give to your employer if they are mandating masks wearing. If this doesn't work, use the HARD APPROACH LETTER which can be found [HERE](#).

if your employer forces you to get a PCR test, there is a letter there also.

Keep in mind that some employees might not take this well and could actually fire you if you choose not to wear a mask. You would then need to decide how to move forward from there. Please take this into consideration.

The Employer

Dear [NAME],

MANDATORY MASK DIRECTION

On [date of notice], I received notice from [name of employer's representative] that, as and from [date that mask mandate came into effect], all employees are required to wear masks while carrying out the duties of their employment.

There is no such mandate in my contract of employment and you are not permitted to make substantial changes to that contract without my fully-informed consent.

Your requirement that I wear a mask while carrying out my employment duties fails to take into account the fact that I suffer from a medical condition that will be exacerbated by wearing a mask.

You have an obligation under workplace health and safety legislation to provide a suitable, safe workplace for all employees, including those who may suffer from adverse medical conditions. Your mask mandate is a direct contravention of this obligation, and therefore a breach of my contract of employment, because wearing a mask is likely to damage my health.

In light of the above matters, please confirm that:

1. I do not have to wear a mask whilst performing my employment duties; and
2. You will take appropriate action to make me safe during the performance of my employment duties.

If you take any adverse action against me as a result of my inability to wear a mask, such action will be unlawful and I will take legal action against you for your discriminatory conduct.

Kind Regards

EXTRA INFO FOR YOUR KNOWLEDGE.

These are some good points to understand regarding the Biosecurity Act.

Are you being intimidated to take a PCR test, wear a mask or take a vaccine?

THIS IS WHAT YOU NEED TO KNOW

In order for the Government or a business to mandate masks (section 88), PCR tests (section 90) or vaccinations (section 92), they need to impose on you a '**human biosecurity control order (HBCO)**' (section 60).

A Human Biosecurity Control Order (HBCO) is also required to enforce lockdowns and isolations.

INSTRUCTIONS

If anyone attempts to intimidate you to partake in the above actions, ask them for a '**HUMAN BIOSECURITY CONTROL ORDER**'. Without that, refuse to comply. If they do present one, at least you're forcing them to take another step and if enough people ask for this, the administration of it might not be worth the hassle for them.

SUPPORTING DOCUMENTS

Biosecurity Act 2015 - <https://www.legislation.gov.au/Details/C2020C00127>

Biosecurity Act 2015 (Section 60 – Human Biosecurity Control Order) - http://classic.austlii.edu.au/au/legis/cth/consol_act/ba2015156/s60.html

Subsection (2) - *A human biosecurity control order* may be imposed on an individual only if the officer is satisfied that:

- (a) the individual has one or more signs or symptoms of a listed human disease; or (b) the individual has been exposed to:
 - (i) a listed human disease; or
 - (ii) another individual who has one or more signs or symptoms of a listed human disease; or
- (c) the individual has failed to comply with an entry requirement in **subsection 44(6)**

RELEVANT SECTIONS

BIOSECURITY ACT 2015 SECTION 88 - MASKS

http://classic.austlii.edu.au/au/legis/cth/consol_act/ba2015156/s88.html

An individual may be required by a **human biosecurity control order** to wear either or both specified clothing and equipment that is designed to prevent a disease from emerging, establishing itself or spreading.

BIOSECURITY ACT 2015 SECTION 90 - PCR TESTS

Undergoing an examination

An individual may be required by a *human biosecurity control order* to undergo, at a specified medical facility, a specified kind of examination relating to determining the presence in the individual of:

- (a) the listed human disease specified in the order; and (b) any other listed human disease.

BIOSECURITY ACT 2015 SECTION 92 - RECEIVING VACCINATIONS

http://classic.austlii.edu.au/au/legis/cth/consol_act/ba2015156/s92.html

An individual may be required by a *human biosecurity control order* to receive, at a specified medical facility:

- (a) a specified vaccination; or
 - (b) a specified form of treatment;
- in order to manage the listed human disease specified in the order, and any other listed human disease.